

ABSTRACT OF THE DISCLOSURE

A computer-based performance management system that can be used as an adjunct to organizational consulting processes. Organizational goals are each separated into a plurality of different levels of elemental components, with the components at each successively lower level provide a greater degree of specificity concerning the organizational activities required to achieve the goal. The elemental components at the bottom level comprise deliverables that represent organizational accomplishments required to achieve the organizational goal. Relationships between elemental components at different levels are recorded using specification tables to represent those relationships. In this way, the relationship between a deliverable and its associated organizational goal is represented by a combination of some or all of the arrays. The system permits determination of individual roles for participants in the organization with these roles being represented by its associated deliverable, one or more specified skills, and a numerical value indicative of the amount of the participant's time required to produce the deliverable. The system utilizes digitally based data storage to store data concerning the elemental components and actual organizational performance. The system also manages and stores fulfillment data that is used by the system to assist in managing organizational performance in a manner that will achieve the desired goals. The fulfillment data is managed using a buyer-seller transactional model that operates on action rules built from the elemental components recorded in the specification tables. The action rules define the relationships between elemental components using mathematical weightings to quantitatively define their relative importance to the organizational goals.